

Interaction between HDHP-HSA and "Non-Tobacco-Use" Incentive

State HSA contribution is based on the Plan Design Deductible

Waived "Non-Tobacco-Use" incentive

	HDHP I		HDHP II	
	<u>FAMILY</u>	<u>SINGLE</u>	<u>FAMILY</u>	<u>SINGLE</u>
Plan Design Deductible	\$ 5,000.00	\$ 2,500.00	\$ 3,400.00	\$ 1,700.00
State Contribution	\$ 2,750.00	\$ 1,375.00	\$ 1,870.00	\$ 935.00
Allowable EE contribution based on Plan Design Deductible ¹	\$ 2,250.00	\$ 1,125.00	\$ 1,530.00	\$ 765.00

Elected "Non-Tobacco-Use" incentive

	HDHP I		HDHP II	
	<u>FAMILY</u>	<u>SINGLE</u>	<u>FAMILY</u>	<u>SINGLE</u>
Plan Design Deductible	\$ 5,000.00	\$ 2,500.00	\$ 3,400.00	\$ 1,700.00
Impact of "Non-Tobacco-Use" incentive	\$ (500.00)	\$ (500.00)	\$ (500.00)	\$ (500.00)
Adjusted Plan Deductible ¹	\$ 4,500.00	\$ 2,000.00	\$ 2,900.00	\$ 1,200.00
State Contribution	\$ 2,750.00	\$ 1,375.00	\$ 1,870.00	\$ 935.00
Maximum allowable EE contribution with incentive.	\$ 1,750.00	\$ 625.00	\$ 1,030.00	\$ 265.00

¹Contributions to an HSA are limited to the deductible